



Progression through apprenticeships

An alternative route to higher level study and developments in Higher Level Apprenticeships

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Skills for Sustainable Growth November 2010

Apprenticeships are at the heart of the system that we will build. They bring together individuals, motivated and working hard to develop themselves; employers, investing in their own success but supporting a programme with wider social, environmental and economic value; and Government, providing public funding and building the prestige and reputation of the programme.

○ We will reshape Apprenticeships so Level 3 becomes the level to which learners and employers aspire

○ We will ensure there are clear routes from Apprenticeships to higher level training including, but not exclusively, Level 4 Apprenticeships

○ We will expand the numbers of adult Apprenticeships available by up to 75,000 by 2014–15

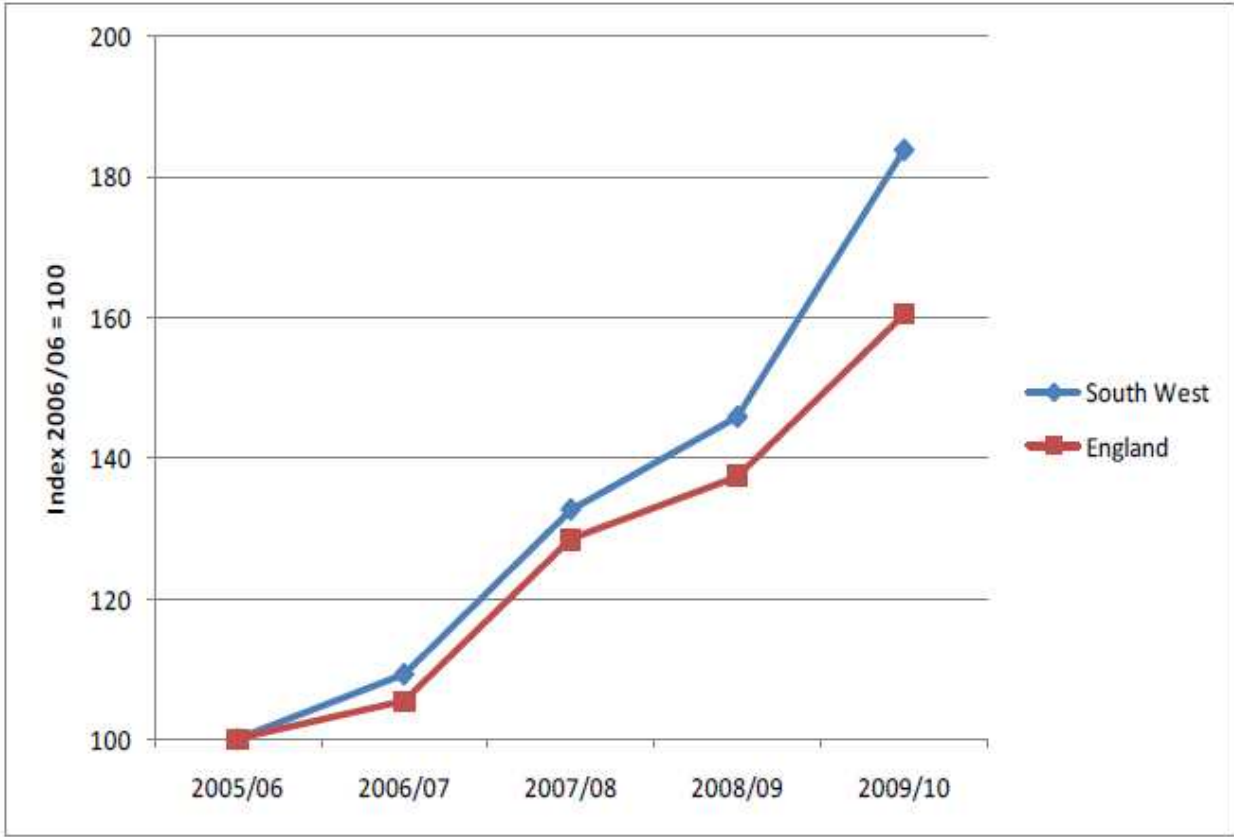


Apprenticeships - What are they?

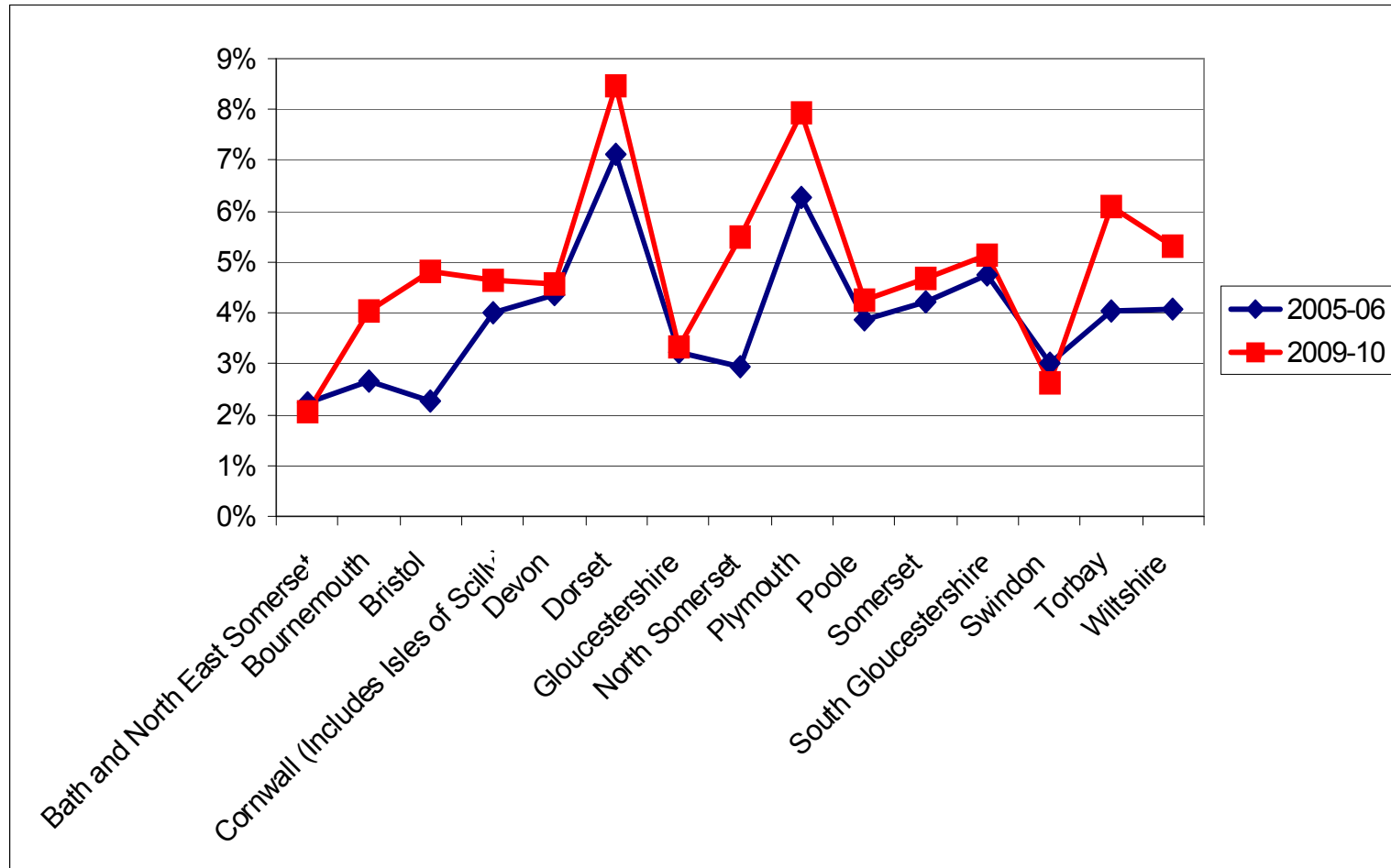
- Training programmes **designed by business for business**
- Combination of **on-the-job and off-the-job** learning
- Delivered by **providers together with employers**
- Components of an **Apprenticeship**
 - Qualifications Related to the Sector:
 - Competence Based Element
 - Knowledge Based Element
 - Functional Skills / GCSE (with enhanced functional content) or Key Skills (Maths, English and ICT)
 - Employer rights and responsibilities
 - Personal learning and thinking skills
 - On- the- Job Training and Off-the-Job Training Guided Learning Hours (GLH)
- Can take between **one and four years** to complete depending on the level of Apprenticeship, the apprentices' ability and the industry sector.
- Minimum salary is **£2.50 per hour** (for those under 19 or 19 or over and in the first year of their apprenticeship) however, many apprentices earn significantly more.

Apprenticeships in the South West

Total Apprenticeship Programme Starts 2005/06 - 2009/10



16-19 Apprenticeship Participation Rate





SW Key Sectors

Top 10 frameworks by number of starts in 2009/10	
Customer Service	3211
Health & Social Care	2622
Engineering	2612
Hospitality & Catering	2572
Retail	2403
Business Admin	2344
IT & Telecoms Professionals	2032
Hairdressing	1752
Construction	1659
Child Care Learning & Development	1602



Levels of Apprenticeship

Level 2 Intermediate Level Apprenticeships

- Develops skills at NVQ level 2 standard (equivalent to five A to C GCSE grades A – C)
- Training programme usually lasts for between 12 and 18 months

Level 3 Advanced Apprenticeship

- Develops the learner's skills at NVQ Level 3 standard as potential supervisors and skilled workers (equivalent to two A level passes grades A – C)
- Training programme usually lasts between 18 and 24 months

Level 4 and 5 Higher Apprenticeships equivalent to a HNC/D or Foundation Degree

- Develop skills at NVQ Level 4 and, in some cases, apprentices gain a knowledge-based qualification such as a Foundation degree
- May take up to three years to complete
- Train learners to team leader and manager level
- Higher Apprenticeship frameworks (June 2011)
 - Accounting
 - Business & Administration
 - Contact Centre Operations
 - Providing Financial Advice
 - Food and Drink
 - Management
 - IT, Software, Web & Telecoms Professionals
 - Engineering Technology



Example – Business and Administration

Level 2

- Administrators, office juniors, receptionists/medical receptionists, junior legal secretaries or junior medical secretaries.
 - Competence - Level 2 NVQ Certificate in Business & Administration
 - Knowledge - Level 2 Certificate in Principles of Business & Administration
 - Transferable Skills - Level 1 Functional Skill/Key Skills in Maths, English and ICT
 - Employee rights and responsibilities (ERR)

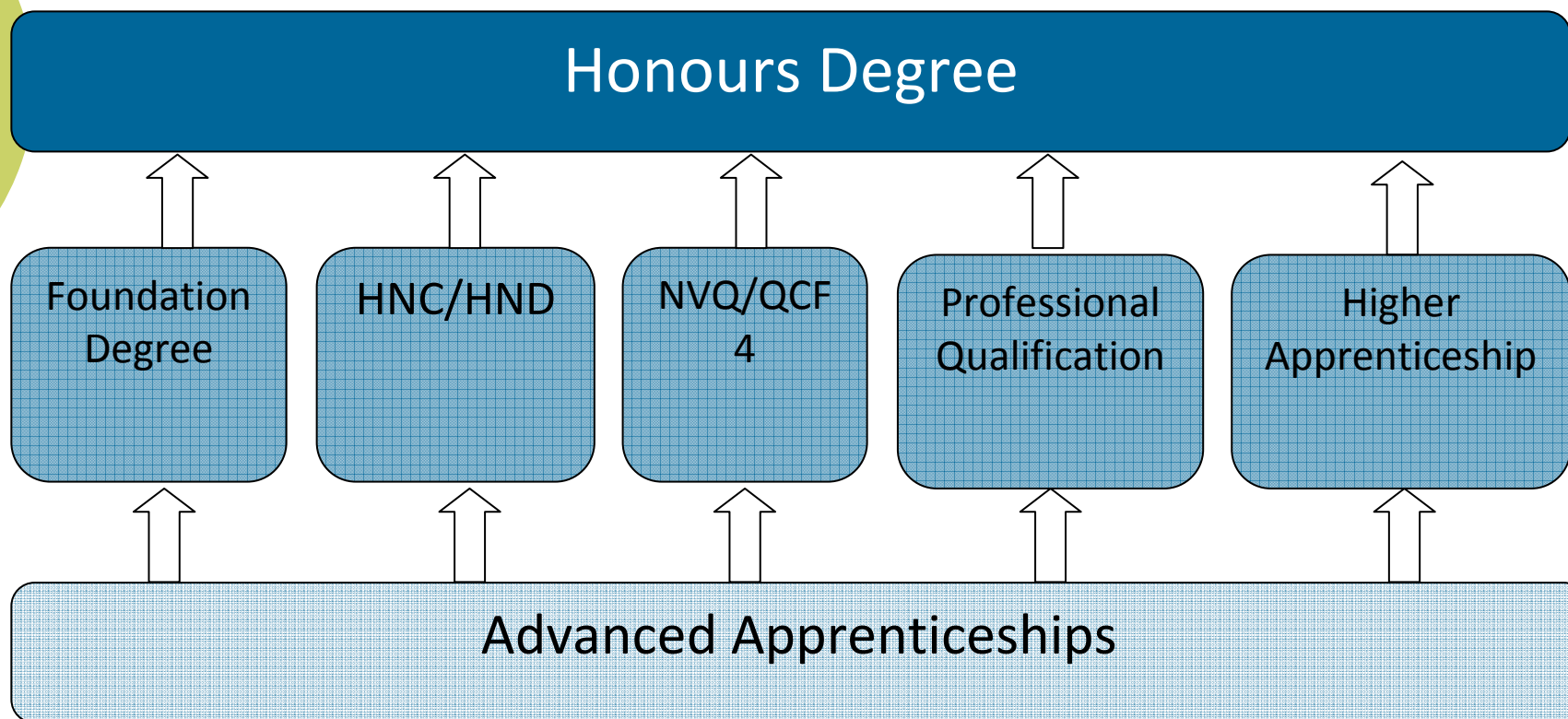
Level 3

- Administration executives/officers, administration team leaders, personal assistants and secretaries, including legal or medical secretaries.
 - Competence - Level 3 NVQ Diploma in Business & Administration
 - Knowledge - Level 3 Certificate in Principles of Business & Administration
 - Transferable Skills - Level 2 Functional Skill/Key Skills in Maths, English and ICT
 - Employee rights and responsibilities (ERR)

Level 4

- Office manager, administration team leader, personal assistant or business development executive
 - Competence - Level 4 NVQ Diploma in Business and Administration
 - Knowledge - Level 4 HNC Diploma in Business or Level 4 Diploma in Business and Administrative Management
 - Transferable Skills - Level 2 Functional Skill/Key Skills in Maths, English and ICT
 - Employee rights and responsibilities (ERR)

Higher level skills options





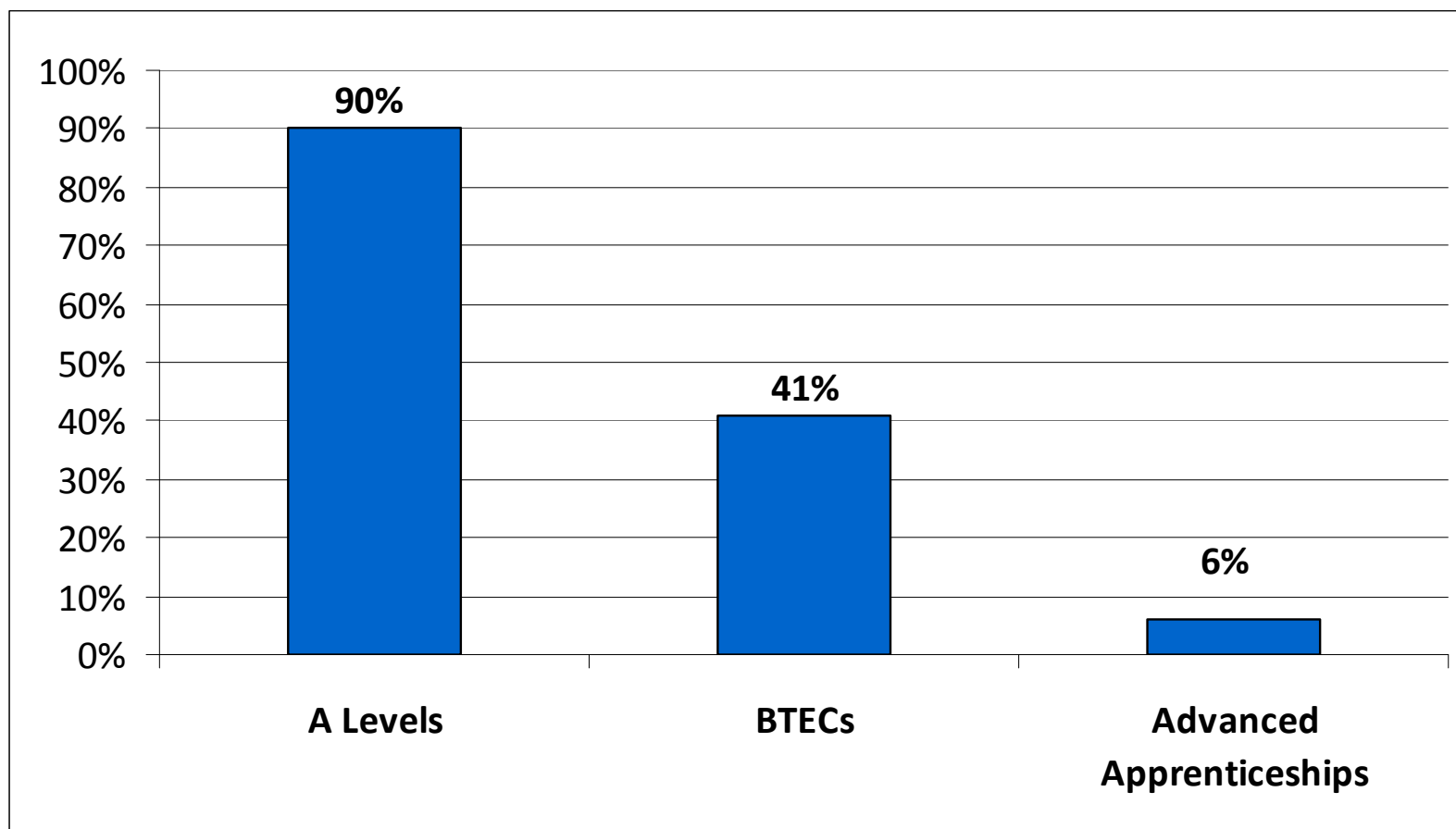
Higher Level Apprenticeships - Policy

- £75 million programme of targeted support to help smaller employers access Advanced Level and Higher Apprenticeships. This scheme will help employers to create around 10,000 additional higher apprenticeships over the next 4 years.
- Development of a new degree-level Higher Level Apprenticeship which will include incorporating engineering status and professional recognition for successful apprentices when they graduate.
- Expand 'flexible' advanced and higher apprenticeships which suit the freelance business models often seen in the Digital & Creative Industries, and will provide new grant funding for SMEs delivering advanced and higher apprenticeships.

A Plan for Growth, BIS 2011



Comparative progression rates for level 3 qualifications



50% of apprentices who complete an Advanced Apprenticeship show an interest in pursuing a degree-level equivalent course

Advanced Apprenticeship Progression to HE by sector

- Significant variation in progression rates between the sectors.
- Higher progression rates due to:
 - structured Level 3 to Level 4
 - Business need for higher level skills.
 - Regulatory or professional requirements.

Sector	Prog Rate
Engineering manufacture	5%
Motor industry	1%
Business administration	7%
Customer service	4%
Hairdressing	1%
Early years care and education	5%
Electrotechnical	1%
Travel services	4%
Hospitality	2%
Construction	1%
Health and social care	14%
Accountancy	67%
Others	4%
Total	6%

Higher apprenticeship schemes



AIRBUS



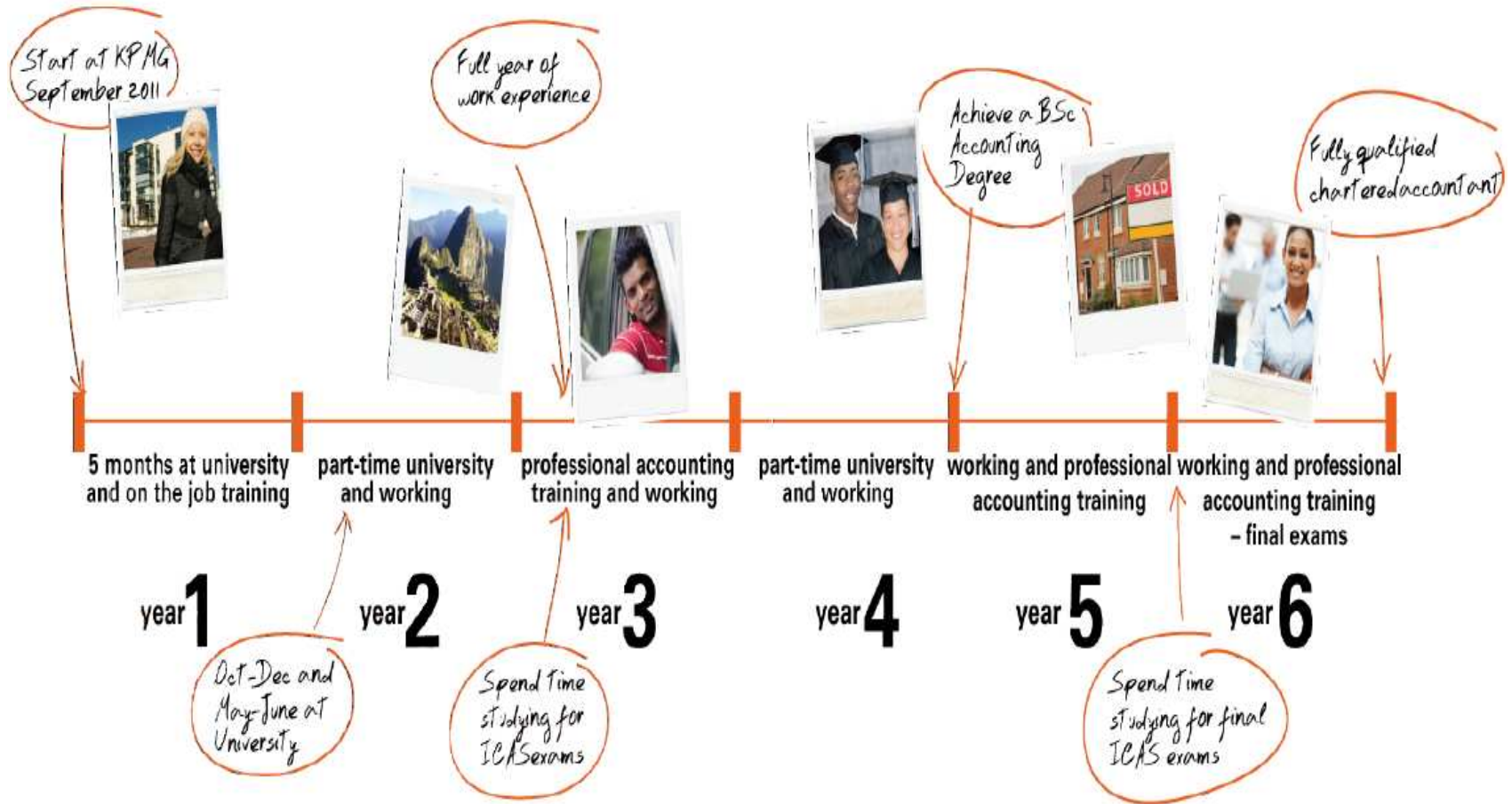
Rolls-Royce



MINISTRY OF DEFENCE



KPMG Model



MoD Apprenticeship Scheme



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- Running since 2004
- 2011 recruitment target 48 apprentices - 35 at Abbey Wood, Bristol and 13 at Devonport, Plymouth
- Mechatronics National Diploma and either an Electronic, Mechatronic or Mechanical Engineering HNC
- Salaries for DE&S technician apprentices start at approx £13,375 per annum increasing to approx £23,000 per annum
- Year 1 full time at College.
 - Engineering Operations (PEO) NVQ level 2.
 - National Diploma in Engineering, Mechatronic
- Year 2 and 3 work-based placements
 - NVQ Level 3 in Technical Support
 - HNC
 - Key Skills Level 3
 - Community project

An apprentices experience

- Lee Kyte
- First Year Apprentice
- Completing a 3 year apprenticeship with Defence Equipment & Support MoD
- Engineering Specialism in Mechatronics



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Discussion

- How can you deliver high-quality, impartial careers guidance on apprenticeships and routes beyond apprenticeships?
- How can we build early aspirations to support progression?
- How can progression into HE could be improved for apprentices?
- What are the opportunities to champion Higher Apprenticeships?
- How do we improve the image and understanding of Apprenticeships amongst young people and influencers?